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VARIABLES AFFECTING MARRIED WOMEN'S
ATTITUDES TOWARD THE WOMEN'S MOVEMENT

A Thesis
Presented to the
Faculty of
California State College
San Bernardino

In Partial Fulfillment
of the Requirements for the Degree
Master of Arts
in
Psychology

By
Stephanie Obarr
June 1977

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Approved by:


Chairperson

April 7, 1977
Date

ABSTRACT

The relationship of 11 personal and demographic variables to married women's attitudes toward the Women's Movement was examined. The main variables hypothesized to have a significant relationship to women's attitudes toward the Women's Movement were derived identity (a new construct) and employment (the percent of her life the subject had been employed). The subjects were 80 married women with children. A set of questionnaires consisting of employment and demographic information, a derived identity scale and an Attitude Toward Women Scale was administered individually in the subjects homes. A correlational analysis showed a significant negative correlation between derived identity and attitudes toward the Women's Movement. A stepwise multiple regression analysis listed derived identity as the only variable which contributes significantly to the variance of the dependent variable (attitudes toward the Women's Movement). Limitations of the study and implications for future research were discussed.

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INTRODUCTION

Researchers have become increasingly interested in the differential characteristics of the supporters and non-supporters of the Women's Movement. A number of findings have emerged from this research. First, women who are traditional housewives, when compared with employed women or women students, are less likely to support the movement for women's liberation (Bernard, 1972, 1974, 1975; Travis, 1972; Freeman, 1975; Welch, 1975). Secondly, the more educated a woman is, the more positive attitudes toward the Women's Movement (Mason & Bumpass, 1973; Bernard, 1975). Third, older women usually have more conservative attitudes toward the Women's Movement. The effect of age may change, however, as more older women seek higher education. In general, since more women are becoming highly educated, one may infer that there will be greater acceptance by women of feminist views (Bernard, 1975). Employment is another variable which may influence a woman's attitude toward the Women's Movement, but the relationship between a woman's employment history and her attitudes in this area has not been adequately studied (Lopata, 1971; Welch, 1975).

Given the variability among women engaged in the traditional housewife role, it is also likely that many other

factors in addition to education and employment influence their attitudes toward the Women's Movement. One such factor, discussed in more detail below, may be the traditional housewife's self-concept and the extent to which her personal identity is autonomously based rather than derived from those people she cares for, namely husband and children. Another factor may be the woman's attitude toward the role in which she is engaged. The primary focus of the research was to examine the relationship between employment history, derived identity, attitude toward role, and education in influencing women's attitude toward the Women's Movement.

Women's Movement--Supporters and Nonsupporters

The concepts behind the Women's Movement, such as equal pay and the choice of alternative life styles, are enjoying increasingly popular support. However, women who have chosen to be housewives, as a group, do not support the Women's Liberation Movement. In fact, a well-organized group of traditional housewives is considered to have played a large part in the defeat of the Equal Rights Amendment for New York state (Wohl, 1976). Van Gelder (1976) reports that according to a recent Harris Poll, while 65% of American women support most of the efforts to strengthen and change women's status in society, only 17% have a positive image of the Women's Movement and its major organizations. This differential percentage may be attributed, in part, to the fact that the

term "Women's Movement" is now associated with a variety of issues and concerns, some of which are more radical than others. For example, it is possible to identify two groups within the Women's Movement, women's rights activists and women's liberation activists (Mikulski, 1976). The former are concerned with concrete benefits such as child day care, educational opportunity, Social Security reform, and expanding minimum wage coverage. The liberationists, in contrast, advocate cultural and role changes within the family, and alternative life styles. Despite the fact that housewives generally do not show support for the Women's Movement as a totality, they do support most of the women's rights issues, such as equal pay for equal work (Travis, 1972; Welch, 1975). The liberationists ideas, however, are very threatening to many people, including traditional housewives. Thus, it appears that factions of the Women's Movement may have different clusters of supporters and nonsupporters.

Studies comparing women who support the Women's Movement with nonsupporters have also found strong differences on demographic and personal characteristics. For example, Cherniss (1972) found that autonomy, achievement, self-control and self-esteem are important characteristics of the small sample of activists in the Women's Movement whom he interviewed. A national survey (Psychology Today, 1972) with 20,000 male and female respondents found that for all women, experiences with job and intellectual discrimination

were the most important factors in predicting support for the Women's Movement. Bernard (1975) reported that occupation (housewife vs. labor force participant) was a differentiating factor in predicting support for the Women's Movement, with employed women being more supportive. If we accept the notion that employed women are more likely to be supporters of the Women's Movement, then characteristics of employed or career-oriented women will more closely resemble those of supporters than nonsupporters (i.e., traditional housewives). Tinsley (1972) found this to be so--career women differed from homemakers on many variables, both demographic and personal. The career women more closely resembled supporters of the Women's Movement on these variables.

The literature on womens' employment is equivocal and complex because of the many variables involved and their relationship to womens role in this society. Studies show that the most important factor influencing a married woman's actual or planned work participation is her husband's positive attitude toward her working (Weil, 1961; Bailyn, 1970). Kamarovsky (1973) found in her sample of 62 college males that ideological supports for the traditional sex-role differentiation in marriage are breaking down, but the emotional allegiance to the modified traditional pattern are still strong. Kamarovsky's subjects each contributed a minimum of three two-hour interviews and also completed a set of five schedules and two psychological tests, the

California Personality Inventory and the Gough Adjective Check List. One manifestation of this basic dilemma between a value and a preference was expressed by one of the subjects of this study who declared that it is only fair that a woman do her own thing if she wants a career, but he personally wants his wife at home. This kind of attitude, according to Kamarovsky, can create role conflicts for women.

Research done in this area has found that most highly competent young women, when faced with a conflict between their feminine image and expressing their competencies, adjust their behaviors to their internalized sex-role stereotypes, that is, they lower their standards for themselves, and their performance levels (Horner, 1969, 1971, 1972; Paloma & Garland, 1970). Horner's 1972 study included a sample of 90 women and 88 men who were given the Thematic Apperception Test. Another verbal lead was added which connoted a high level of accomplishment in a mixed-sex competitive achievement situation. Ninety percent of the men responded positively, while the responses of 65% of the women indicated that they were uncomfortable with achievement in a mixed-sex competitive situation. This study seems to indicate that for many women, the anticipation of success is anxiety-provoking and as such inhibits otherwise positive achievement-directed motivation and behavior. Bailyn (1970), using a sample of 200 couples, found that the husbands' mode of integrating family and work in his life is crucial for the

success of the attempt by his wife to integrate a career in her life. The best combination was that in which both husband and wife derive primary satisfaction from the family first and career second. According to Travis (1972), the potentially most active support of the Women's Movement comes from employed women married to traditional men, i.e., men who approve of wives working, but also are overwhelmingly content with the traditional division of labor.

Housewife Role and Derived Identity

A salient feature of the female role is that the woman's sense of self comes from outside of herself (Bart, 1971). That is, she becomes a man's wife, a child's mother, and a house's keeper and cleaner. Her identity is derived from a limited number of significant others. This creates in the woman a sense of dependency, not only the financial dependency she already experiences, but a dependence upon significant others for her very identity. Havens (1974) found that the greater the economic independence of females, the greater the likelihood that they will be unmarried. On the basis of this finding, Havens predicted that the greater the economic achievement of females, the less their desire to accept the confining traditional familial sex-role of wife-mother-homemaker or to be evaluated solely in terms of that role. The traditional housewife, who usually is not financially independent, does accept the traditional role, and

is evaluated mainly in terms of that role. Current concepts of mental health involve notions of autonomy, independence, confidence, and a sense of self coming from within. These are characteristics not usually associated with the female role.

The concept of a sense of identity coming from outside the self is found in much of the literature on women, particularly housewives. Van Schaik (Note 3) introduced a similar concept which she called Derived Identity (DI), defined as "a type of identity in which one's sense of self is maximally dependent upon, and transcended by, the behavior and accomplishments of a limited number of significant others" (p. 7). Van Schaik developed a measure of DI and found that the traditional housewife was significantly higher in derived identity than the housewife enrolled in college. Also, self-esteem, as measured by the Rosenberg Self-Esteem Scale, was found to be lower among the housewives-at-home.

Summary and Hypotheses

In summary, employment history, derived identity, education and a variety of other variables, both personal and demographic, may interact to influence a woman's attitudes toward the Women's Movement. This research examines the relative influence of these variables on the attitudes of women toward the Women's Movement. The following hypotheses will be tested:

1. There will be a significant negative relationship between DI and attitudes in support of the Women's Movement.

2. There will be a significant positive relationship between extent of employment and attitudes in support of the Women's Movement.

3. Where DI and extent of employment are both high, DI will be the primary influence of women's attitudes toward the Women's Movement.

METHOD

Subjects

The subjects for this study included a sample of 80 caucasian, middle-class married women with children. Caucasian, middle-class subjects were used to control for the variables of socio-economic status and ethnicity. The age range of the subjects was from 22 years to 64 years, with a mean age of 36.75. The mean educational level was 13.8 years, and approximately 38% of the sample were employed. All the subjects had children, although not all had children living in the home at the time the research was done. Descriptive characteristics of the subjects are shown in Table 1.

The subjects were selected from two residential sections of Riverside, California. One was in the town of Rubidoux (in a subsection of the Jurupa Hills area), and the other in the city of Riverside. Both are classified by realtors of Riverside as middle-class areas where the majority of the population is Caucasian. Approximately 60% of the sample came from the Riverside area, while the rest were drawn from the Jurupa Hills area.

The method used to obtain subjects was the door-to-door approach. Information as to which households met the criteria

Table 1
Descriptive Characteristics of Sample

Total N = 80		
Characteristic	N	%
<u>Age of Subjects</u>		
20 - 24	3	4%
25 - 29	19	24%
30 - 34	15	19%
35 - 39	18	22%
40 - 44	6	7%
45 - 49	6	7%
50 - 54	11	14%
55 - 59	1	1%
60 - 64	1	1%
<u>Number of Children</u>		
1	13	16%
2	35	44%
3	18	23%
4	11	14%
5 - 7	3	3%
<u>Education</u>		
Some high school	4	5%
High school grad	23	29%
Some college	30	37%
College grad	13	16%
Post college	10	12%

(currently married women who have had children) was obtained from the first woman on each street who agreed to participate.

Measures

Each subject was administered the following:

1. Attitude Toward Women Scale (AWS)

Attitudes toward the Women's Movement was measured by the short form version of the AWS, developed by Spence and Helmreich (1972). The short form AWS consists of 25 items which subjects rate on a four-point scale from agree strongly to disagree strongly. Validation studies have been done by Kilpatrick and Smith (1974) and Lunneborg (1974), whose research indicates that respondents can be classified on the basis of AWS scores into pro-feminist and more traditional groups with regard to their attitudes toward women. See Appendix A for a copy of this scale. Spence, Helmreich, and Stapp (1973) present correlations of .95 or above between scores on the short and full (55 item) versions of this scale.

Scoring. The AWS was scored according to scoring procedures established by the test authors. Each item is given a score from 0 to 3, with 0 representing the most traditional and 3 the most profeminist response. Score range is from 0 to 75.

2. Derived Identity (DI)

Derived Identity (DI) was measured by a short questionnaire (see Appendix B) constructed by Van Schaik (Note 3).

The DI questionnaire consists of 20 items which subjects rate on a seven-point scale from strongly agree to strongly disagree. Half of the items were stated in such a way that agreement indicated derived identity (positive items), whereas the remaining half of the items were stated in such a way that agreement indicated autonomous identity (negative items). The positive items indicating derived identity are marked with an asterisk in Appendix B.

Scoring. The DI questionnaire was scored in the following way. Items in the positive direction, indicating derived identity were scored from 7 for strongly agree response, to 1 for strongly disagree response, whereas items in the negative direction, suggesting autonomous identity were scored in the reverse order with strongly agree responses receiving a weight of 1 and strongly disagree responses receiving a weight of 7. DI scores could range from 20 to 140.

3. Work History Questionnaire

Work history was assessed by the use of a questionnaire constructed specifically for this study (see Appendix C). The first item determines current employment status, as well as role satisfaction. That is, the subject is asked whether or not she wants to be doing what she is doing (employed or being at home). The second item is an open-ended question which asks the subject to give her reasons for her choice of employment or nonemployment. Item 3 asks subjects to list 3 jobs they have held. Occupational ratings were used

(King & Ziegler, 1975) which assign a number to the category in which the occupation is classified (based on the degree of skill required for the job and the prestige value assigned to the job by the community). The ratings range from 1 (unemployed or on welfare) to 7 (executive, owner of a large business, or professional such as lawyer, physician). The occupational ratings are reproduced on Table 2. In item 4 the subject is asked for how many years since she was 16 years old she has been employed. A percentage was calculated with the response and her age to indicate the extent of her employment. The next section deals with demographic information such as education, age, number of years married, and number and ages of children in and out of the home.

Scoring. The work history questionnaire was scored mainly by quantifying each response to maximize suitability for a multiple regression equation. For item 1, a yes answer indicating employment was given a weight of 1, and a no answer was weighted 0. In the second part of item 1, a yes answer indicating the subject was happy with what she is doing was weighted 1, while a no answer was weighted 0. The second part of item 1 was designed to determine role satisfaction. Item 2 asked the reason why a subject was employed or not employed. The responses were classified into two main categories--reasons for being employed, and reasons for being at home. Among the women who were employed, there were two main reasons listed. The first was "Satisfaction,"

Table 2

Occupational Ratings

7	<p>Executive such as president or vice-president of a company or bank.</p> <p>Owner of a large business, large contractor.</p> <p>Professional such as lawyer, physician, engineer, college professor, scientist, clergy.</p>		<p>Clerical worker such as secretary, bank-teller, postoffice clerk, bookkeeper, salesclerk in a store.</p> <p>Technical worker such as dental or X-ray technician, programmer, draftsman, proofreader.</p> <p>Owner of a very small business such as newsstand, small grocery store, small farm or ranch.</p> <p>Supervisor or foreman of a group of workers.</p>
6	<p>Manager such as in a large business or a store, personnel director, district manager, sales manager, insurance agent.</p> <p>City or state official, such as postmaster, police chief, civil service section head.</p> <p>Owner of a medium-sized business such as a store, real estate agency, restaurant, a large farm or ranch, or a construction company.</p> <p>Salesman for a large firm.</p> <p>Professional such as librarian, registered nurse, pharmacist, school teacher, engineering technician, laboratory technician, photographer, commercial artist, musician, newspaper reporter.</p>	5	<p>Owner of a very small business such as newsstand, small grocery store, small farm or ranch.</p> <p>Supervisor or foreman of a group of workers.</p>
		4	<p>Skilled worker such as barber, machinist, mechanic, electrician, carpenter, chef, fireman, policeman.</p>
		3	<p>Worker such as hospital aide, practical nurse, beautician, bus driver, bartender, gas station attendant, delivery man, factory-machine operator, seamstress.</p>
		2	<p>Worker such as farm helper, janitor, construction worker, messenger, laundry worker, housecleaning worker, waitress, handyman.</p>
		1	<p>Unemployed or on welfare.</p>

Note. From "Research Projects in Social Psychology" by King & Ziegler, Monterey, California: Brooks/Cole, 1975.

which included such responses as "I was becoming bored just being a housewife" or "Enjoy working and staying busy; growing each day, hopefully." The second reason for employment was "Financial," which included such responses as "More money for things for the kids, etc.," or "I am employed because I'm helping my husband start his law practice, however I feel I should be home to be with the children."

Among the women not employed, the most frequent reason given for this was "Children," and included any answer mentioning children primarily. The next most frequent reason for being unemployed was "Satisfaction," or enjoyment of homemaking, which included responses such as "I much prefer giving my time and energy to my husband, children and household functions. I get much more satisfaction in this area," or "I enjoy homemaking and have young children with whom I want to have time for their learning experiences and activities."

There were several other responses regarding not being employed which were unusual and not classified in the other categories. They are called "Other," and include "Physical injury," "Too old," "Elected official" (Riverside City Council) or "Husband won't allow." There are only seven responses in this category.

Item 3 was scored by the use of the occupational ratings derived from King & Ziegler (1975). In item 4 the percentage number (representing the number of years of her life the

subject has been employed) was used to represent employment. The percentages ranged from 0 to 70.

The items dealing with demographic information, such as education, age, number of years married, and number and ages of children in and out of the home, follow in the procedure section to be considered next.

Procedure

On a voluntary basis, and with informed consent, each subject was individually administered the combined set of questionnaires, usually in her own home or that of a neighbor. One street was chosen from within the specified area and the subjects were approached using a door-to-door method. Usually one home with obvious signs that children lived there (bicycles in the yard, etc.) was approached first. Following the interview, the subject was asked which other homes on her street met the criteria of the research. This inquiry was also helpful in determining which women were employed and therefore not at home at the time of the visit to her home. Return visits were made to these women on the weekends.

A record was kept of each home approached with the street and the street number, whether or not anyone was at home, and information (usually gathered from neighbors) as to whether the women met the criteria, whether the questionnaires were successfully completed or whether a return visit should be made.

When a woman answered the door, she was given the following information:

My name is Stephanie Obarr and I am a graduate student at Cal State San Bernardino. I am doing research for my Master's thesis on married women with children. I am interested in your opinions on some social issues, and employment, etc. I have a questionnaire which takes about 15 minutes to fill out, so if you have some time and would fill it out for me, I would really appreciate it.

Several women asked for some kind of identification, which was provided. In most cases, the questionnaires were filled out at that time, although some women asked that it be left with them and picked up in a day or two. In those instances, the questionnaires were explained and left with the woman. Following the completion of the questionnaire, the women were told the purpose of the research.

RESULTS

The means and standard deviations, as well as median, mode, and range of scores for AWS and DI are presented in Table 3. The sample mean AWS score is 51.61, with a SD of 13.03. The AWS mean score for this sample is 10 points higher than the mean score for women given in the normative data ($\bar{x} = 41.86$), and the distribution of AWS scores is negatively skewed. Possible reasons for this will be explained in the discussion section.

Table 3

Total Sample Descriptive Statistics for AWS, DI,
and Percent of Adult Life Employed^a

Measure	Mean	Mode	Median	<u>SD</u>	Range
AWS	51.61	60	55	13.03	16 - 69
DI	81.75	84	84	14.97	44 - 121
% Employed	45.04			27.64	0 - 70

^an = 80

The intercorrelations of all the variables were computed (see Table 4). DI was highly correlated with the dependent variable AWS ($r = -.53$, $p = .001$), thus supporting

Table 4

Correlation Matrix of all Variables

	EMPLD.	AWS	DI	ROLSAT	HIJOB	PCTEMP	EDUC	AGE	KIDIN	CURJOB	KIDOT	KIDS
EMPLD		-.0247 S=.414	.0113 S=.460	-.0773 S=.248	.2335 S=.019*	.2829 S=.006*	.3130 S=.002*	.1472 S=.096	-.1268 S=.131	.9418 S=.001*	.1803 S=.055	.0453 S=.345
AWS	-.0247 S=.414		-.5338 S=.001*	.0440 S=.349	.1361 S=.114	-.0557 S=.312	.1590 S=.080	-.1175 S=.150	.0416 S=.357	.0333 S=.385	-.0642 S=.286	-.0191 S=.433
DI	.0113 S=.460	-.5338 S=.001		-.0272 S=.406	-.1064 S=.174	-.0132 S=.454	-.2911 S=.004*	-.1704 S=.065	.0765 S=.250	-.0571 S=.308	-.0529 S=.321	.0192 S=.433
ROLSAT	-.0773 S=.248	.0440 S=.349	-.0272 S=.406		.1310 S=.123	.1206 S=.143	.1184 S=.148	-.0367 S=.373	.0246 S=.414	-.1283 S=.128	.0071 S=.475	.0263 S=.409
HIJOB	.2335 S=.019	.1361 S=.114	-.1046 S=.174	.1310 S=.123		.3047 S=.003*	.4645 S=.001*	.2282 S=.021*	-.1568 S=.082	.2638 S=.009*	.1711 S=.065	.0128 S=.455
PCTEMP	.2829 S=.006	-.0557 S=.312	-.0132 S=.454	.1206 S=.143	.3047 S=.003		.1927 S=.043*	.0969 S=.196	-.3667 S=.001*	.2631 S=.009*	.1600 S=.078	-.1699 S=.066
EDUC	.3130 S=.002	.1590 S=.080	-.2911 S=.004	.1184 S=.148	.4645 S=.001	.1927 S=.043		.1640 S=.073	-.1671 S=.069	.4171 S=.001*	-.0206 S=.428	-.1552 S=.085
AGE	.1472 S=.096	-.1175 S=.150	-.1704 S=.065	-.0367 S=.373	.2282 S=.021	.0969 S=.196	.1640 S=.073		-.0824 S=.234	.1476 S=.096	.6589 S=.001*	.4802 S=.001*
KIDIN	-.1268 S=.131	.0416 S=.357	.0765 S=.250	.0246 S=.414	-.1568 S=.082	-.3667 S=.001	-.1671 S=.069	-.0824 S=.234		-.0986 S=.192	-.2726 S=.007*	.5994 S=.001*
CURJOB	.9418 S=.001	.0333 S=.385	-.0571 S=.308	-.1283 S=.128	.2638 S=.009	.2631 S=.009	.4171 S=.001	.1476 S=.096	-.0986 S=.192		.1460 S=.098	.0400 S=.362
KIDOT	.1803 S=.055	-.0642 S=.286	-.0529 S=.321	.0071 S=.475	.1711 S=.065	.1600 S=.078	-.0206 S=.428	.6589 S=.001*	-.2726 S=.007*	.1460 S=.098		.6068 S=.001*
KIDS	.0453 S=.345	-.0191 S=.433	.0192 S=.433	.0263 S=.409	.0128 S=.455	-.1699 S=.066	-.1552 S=.085	.4802 S=.001*	.5994 S=.001*	.0400 S=.362	.6068 S=.001	

*Significance at .05 level or better.

the first hypothesis predicting a significant negative relationship between derived identity and attitudes toward the Women's Movement.

Employment, defined as the percentage of her life the subject had been employed, was not significantly correlated with AWS ($r = -.06$, $p = .312$), thereby providing no support for the second hypothesis which predicted a significant positive relationship between employment and attitudes toward the Women's Movement.

The third hypothesis was that DI will be the primary influence on women's attitudes toward the Women's Movement when both DI and extent of employment are high. This hypothesis was supported because employment was not significantly correlated with AWS, thereby leaving DI as the primary influence of women's attitudes toward the Women's Movement.

The intercorrelations were further analyzed by stepwise multiple regression, a statistical technique for adding predictor variables into the overall regression equation, one at a time, such that the independent variable added yields the largest possible increase in the multiple correlation (R). With each new predictor, nonredundant information is added to the prediction.

Each variable was entered into the regression equation by virtue of its predictive strength. DI was the first variable entered because it accounted for the highest percentage of the variance, $F(1, 78) = 31.07$, $p = .001$. The

next two variables entered into the regression equation were age and high job (highest level employment the subject had held), which together accounted for a nonsignificant 5% of the variance (see Summary Results, Table 5).

Since DI accounted for so much of the variance (28%), it was decided to enter it last in a second regression analysis to determine the influence of the remaining variables without DI. The result was essentially the same. None of the variables made a significant contribution to the variance of AWS except DI.

Table 5

Correlation Coefficients Between Variables
Listed and AWS Scores

<u>Variable</u>	<u>Multiple R</u>	<u>R Square</u>	<u>R Square Change</u>	<u>Simple R</u>
DI	0.53385	0.28499	0.28499	-0.53385
Age	0.57422	0.32973	0.04474	-0.11748
High Job	0.58834	0.34614	0.01641	0.13610
Children	0.60112	0.36134	0.01520	-0.01905
% Life Employed	0.60381	0.36458	0.00324	-0.05572
Children Out of Home	0.60413	0.36497	0.00039	-0.06424
Current Job	0.60431	0.36519	0.00022	0.03333
Employed	0.60575	0.36694	0.00175	-0.02468
Education	0.60592	0.36714	0.00020	0.15895
Role Satisfaction	0.60605	0.36730	0.00015	0.04399

DISCUSSION

The results indicate that, of all the variables studied, DI was the one most highly correlated with AWS. Further, employment was not significantly correlated with AWS or DI, and fails to make an important contribution to the prediction of AWS.

Conceptually, a significant relationship between AWS and DI was expected and obtained. Most of the subjects supported the women's rights issues mentioned. In spite of this, however, I also believe that the general public associates the Women's Movement with the liberationists faction of the Women's Movement. I refer to an earlier point I made that there may be different clusters of supporters and non-supporters of the two factions of the Women's Movement (women's rights activists and liberationists) as identified by Mikulski (1976). The liberationists generally advocate alternative life styles (changes within the family) and are not usually supported by more traditional women. I believe that the public associates the terms Women's Movement, feminism or Women's Liberation with the liberationists and more radical feminist issues. Therefore, the more traditional, family-oriented women (a good candidate to score high on DI) may make this association ("women's lib" = anti-family) and not support the Women's Movement as a whole. This may be

one explanation for the negative relationship between AWS scores and DI scores obtained here.

To pursue this point further, the discussions with the subjects which were generated by the questionnaires were quite revealing and provided a general impression of these women's attitude toward the Women's Movement. Most of the women were very interested in the Women's Movement and seemed to want to talk about their own lives. Although they were intellectually interested in the Women's Movement, many were not willing or able to personally involve themselves with it. Many who were not content with their lives as homemakers (and some who were) expressed the idea that they "should" do something else with their lives, but they found that idea fearful and difficult to think about. Some had obviously considered the thought that they would be ill-prepared to cope if something were to happen to their husbands, but chose not to deal with it. Some were very content with their lives as homemaker-mother, and any thoughts of alternatives seemed far removed from their lives. Bernard (1975) hypothesized that having dependency needs met by a man-husband is a desideratum many women are willing to pay a good deal for and which they are reluctant to give up. It is fear that change may deprive them of it which leads many women to reject "liberation." My own inclination from my discussions with these women is to agree with Bernard's hypothesis.

Given the high correlation between the AWS and DI scores, the question of whether the two scales are measuring the same thing must be explored. An examination of the item content of the two scales indicates that the AWS items are global questions referring to legal, behavioral and attitudinal issues regarding women in general. The items on the DI questionnaire, on the other hand, are questions involving the woman's report of her own personal values, beliefs and behaviors within the context of her family life. While there is some overlap in manifest item content, I would argue that the item content is sufficiently different to warrant the conclusion that AWS and DI are not measures of the same thing.

An interesting question is raised by the fact that the distribution of AWS scores is negatively skewed. The mean score of the middle-aged women given in the normative data provided by Spence (1973) is 41.86, whereas the mean score for this group of subjects is 51.6. It is difficult to explain why this group of subjects should differ from the subjects tested by Spence. Possibly it is due to the fact that 4-5 years have passed since the normative data were gathered, and women as a whole express more liberal attitudes in 1976 than they did in 1972. Also, the normative testing was done in Texas and the present subjects live in California where people are reputed to have more liberal views than in most of the rest of the country.

One might hypothesize that there are two facets to a woman's attitude toward the Women's Movement--the global attitude relating to what other women can or should do, and the personal attitude regarding her own behavior, beliefs and values. One of the main impressions I gathered during these interviews was that in answering the AWS items, these subjects were differentiating between what is acceptable for themselves and what is acceptable for other women. A typical comment after reading an AWS item was "If they want to" It seems that these women may have a tolerant "live and let live" attitude with regard to other women and that more liberal behavior on the part of other women is perfectly acceptable to them. They seemed to indicate that they do, however, have different standards of behavior for themselves. Therefore, because the AWS items are phrased in a general and not personal way, these scores tended to be relatively high.

Also, the media have given a great deal of publicity to the Women's Movement, and women have become more knowledgeable about some issues such as "equal pay for equal work." Therefore, such women's rights issues seem to have been accepted by most women. To test this possibility, the responses to 5 items from the AWS scale which reflect issues such as sex discrimination in job appointment, women assuming more responsibility in the community and business, legal matters regarding husband and wife, and the relative

capabilities of men and women in the business world were examined. The items selected were thought to be ones which would reflect the opinion of a large majority of the subjects, regardless of their DI score. And, in fact, they did. The following items seem to reflect the skewness of the distribution of AWS scores: Items 2, 8, 12, 18, and 22 received very high endorsement with 82-91% of the subjects giving the more liberal response. It seems that these items do not discriminate as well among these subjects as the other items do. This also may partially account for the generally higher scores of these subjects on the AWS.

Conceptually, it was expected that employment (the percentage of her life the subject had been employed) would be correlated significantly with AWS and DI. These correlations were not obtained (AWS, $r = -.05$, $p = .312$; DI, $r = -.01$, $p = .454$). I believe the expected correlations were not obtained because employment of women is too complex to use as a variable in and of itself. The population of women who are employed is a heterogeneous one, with a variety of reasons for being employed. There are so many issues and factors involved in women's employment that it would be difficult to determine which ones are operating when significant results are obtained. With this in mind, the data did show some interesting significant correlations between education and some aspects of employment, which might therefore be interpreted with caution. For example, the data

suggest that education is positively related to being employed ($\underline{r} = .31$, $\underline{p} = .002$). (This variable, employed - yes or no, is a dichotomous one and therefore the correlation may not be accurate.) Education is significantly related to level of jobs held ($\underline{r} = .46$, $\underline{p} = .001$) and to the percent of her life the subject has been employed ($\underline{r} = .19$, $\underline{p} = .04$). Another interesting relationship which emphasizes the importance of children as a reason for not being employed is the negative correlation between number of children in the home and percent of life employed ($\underline{r} = -.36$, $\underline{p} = .001$).

A review of the literature suggests that education is believed to be a strong factor in determining women's attitude toward the Women's Movement. In the present study, however, some interesting relationships emerged. Education was significantly correlated with DI ($\underline{r} = -.29$, $\underline{p} = .004$), which suggests that DI score could be predicted fairly well by the level of education. However, education was not significantly correlated with AWS ($\underline{r} = .13$, $\underline{p} = .08$). In the step-wise multiple regression analysis where DI was entered first, education was the next to last variable to be entered, which means it plays little or no part in the prediction of AWS scores. On the other hand, when DI was entered last, education was the first variable to be entered, meaning it predicted AWS best of all variables except DI. This happened because of the high correlation between education and DI. Although the correlation is $-.29$, still



only 9% of the variance of one is accounted for by the other. So, without it's relationship to DI, education alone is not a significant predictor of AWS, contrary to what was stated in the literature cited earlier in this paper (the more highly educated a woman is, the more positive her attitudes toward the Women's Movement (Mason & Bumpass, 1973; Bernard, 1975)).

Limitations of Present Study

The DI questionnaire used here has not been subjected to reliability or validity studies; the obtained results must, therefore, be interpreted with caution. Also, it was designed for upper-middle and middle class women and should undergo item revision to improve it's applicability to all classes of married women.

Implications for Future Research

There is in this society a tremendous upheaval in attitudes about traditional sex-roles, and this upheaval is causing many people to question the values and marital roles they have been brought up with and believed in. One of the ideas being questioned is that a woman's identity should be derived from that of her husband and family. The questioning of this traditional foundation of marriage and family life is an important contribution to emotional problems in women and to problems within the marriage. Bart (1971) states that society forces women to be wives and mothers, with a sense

of self coming from outside the person. Then when the significant others leave, the mother, who is left with no props and no meaning for her life, becomes depressed. Bart's studies found role loss to be the most significant factor in depression in middle-aged women. With this in mind, it would be interesting to study the relationship between DI and depression in women, for future use in the counseling of women.

The concept of derived identity appears to be a significant factor in married women's attitudes toward the Women's Movement. It is an important concept, and a scale which can measure it reliably will be a useful tool in counseling women. Future research could also be directed toward exploring the relationship between DI and marital problems, self-esteem, androgyny, and numerous other factors considered useful in the counseling of women.

APPENDIX A

ATTITUDE TOWARD WOMEN SCALE

The statements listed below describe attitudes toward the role of women in society that different people have. There are no right or wrong answers, only opinions. You are asked to express your feeling about each statement by indicating whether you (A) agree strongly, (B) agree mildly, (C), disagree mildly, or (D) disagree strongly. Please indicate your opinion by writing either A, B, C, or D on the form for each item.

- _____ 1. Swearing and obscenity are more repulsive in the speech of a woman than of a man.
- _____ 2. Women should take increasing responsibility for leadership in solving the intellectual and social problems of the day.
- _____ 3. Both husband and wife should be allowed the same grounds for divorce.
- _____ 4. Telling dirty jokes should be mostly a masculine prerogative.
- _____ 5. Intoxication among women is worse than intoxication among men.
- _____ 6. Under modern economic conditions with women being active outside the home, men should share in household tasks such as washing dishes and doing the laundry.
- _____ 7. It is insulting to women to have the "obey" clause remain in the marriage service.
- _____ 8. There should be a strict merit system in job appointment and promotion without regard to sex.
- _____ 9. A woman should be as free as a man to propose marriage.
- _____ 10. Women should worry less about their rights and more about becoming good wives and mothers.
- _____ 11. Women earning as much as their dates should bear equally the expense when they go out together.
- _____ 12. Women should assume their rightful place in business and all the professions along with men.

- ____ 13. A woman should not expect to go to exactly the same places or to have quite the same freedom of action as a man.
- ____ 14. Sons in a family should be given more encouragement to go to college than daughters.
- ____ 15. It is ridiculous for a woman to run a locomotive and for a man to darn socks.
- ____ 16. In general, the father should have greater authority than the mother in the bringing up of children.
- ____ 17. Women should be encouraged not to become sexually intimate with anyone before marriage, even their fiances.
- ____ 18. The husband should not be favored by law over the wife in the disposal of family property or income.
- ____ 19. Women should be concerned with their duties of childbearing and house tending, rather than with desires for professional and business careers.
- ____ 20. The intellectual leadership of a community should be largely in the hands of men.
- ____ 21. Economic and social freedom is worth far more to women than acceptance of the ideal of femininity which has been set up by men.
- ____ 22. On the average, women should be regarded as less capable of contributing to economic production than are men.
- ____ 23. There are many jobs in which men should be given preference over women in being hired or promoted.
- ____ 24. Women should be given equal opportunity with men for apprenticeship in the various trades.
- ____ 25. The modern girl is entitled to the same freedom from regulation and control that is given to the modern boy.

APPENDIX B

DERIVED IDENTITY

For each of the following statements, circle the number which most nearly applies to you right now, today.....just how it is for you. Because this is an exploratory type of survey, there certainly are no right or wrong answers. Please note that the numbers extend from one extreme to the opposite. "Neutral" implies no judgement either way; try to use this rating as little as possible.

- | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|-----------------|-------------------|---------|----------------------|--------------------|----------------------|
| Strongly
Agree | Mostly
Agree | Somewhat
Agree | Neutral | Somewhat
Disagree | Mostly
Disagree | Strongly
Disagree |
| 1. Most of my entertaining is limited to my husband's work associates. | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2. I enjoy taking weekend trips by myself. | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3. I believe that all a woman should ask for is a happy marriage, children, and home. | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4. I do not think of my husband's successes as mine. | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 5. I often go to social affairs because I know they are important to my husband's career (morning coffees, wife's luncheons, cocktail parties, etc.). | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 6. Being a wife and mother has not given me a sense of fulfillment. | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 7. I feel my husband is more knowledgeable about the world than I am. | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8. Only a few of my friends are the wives of my husband's business associates. | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 9. I would certainly stop some of my outside activities if they interfered with those of my family. | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |

1	2	3	4	5	6	7
Strongly	Mostly	Somewhat	Neutral	Somewhat	Mostly	Strongly
Agree	Agree	Agree		Disagree	Disagree	Disagree

10. When I married, I had a sense of losing something.

1 2 3 4 5 6 7

11. A woman should decide to work outside the home only if her husband thinks it is a good idea.

1 2 3 4 5 6 7

12. I don't feel sorry for the housewife who remains childless.

1 2 3 4 5 6 7

13. I think kids activities put unfair demands on my spare time.

1 2 3 4 5 6 7

14. I feel important when people ask me what my husband does.

1 2 3 4 5 6 7

15. I don't think I should sacrifice my own interests for the sake of my children.

1 2 3 4 5 6 7

16. Marriage has given me a great sense of security.

1 2 3 4 5 6 7

17. I usually make time for my own special interests in spite of my family's demands on my time.

1 2 3 4 5 6 7

18. I feel my husband's and childrens' achievements are more important than mine.

1 2 3 4 5 6 7

19. I feel the most important consideration about moving is whether it will advance my husband's career.

1 2 3 4 5 6 7

20. I wouldn't mind going to a Convention (e.g., P.T.A., etc.) without my husband.

1 2 3 4 5 6 7

APPENDIX C

WORK HISTORY

The questions I am going to ask you are designed to gather information about your employment history. All responses are considered completely confidential and your identity will remain anonymous. So please do not sign your name to any of the material given you. Thank you for your cooperation.

1. Are you currently employed?

_____ Yes. Do you want to be employed as opposed to being at home?

Yes _____ No _____

_____ No. Do you want to be at home as opposed to being employed?

Yes _____ No _____

2. What are your reasons for your choice?

3. Please list 3 jobs you have held. Be specific and give the name of the job(s).

4. How many years since you were 16 years old have you been employed? Add together, as best you can, all the time you spent on each job you have held.

_____ Years

_____ Months

DEMOGRAPHIC INFORMATION

Education

Did not go to high school _____

High school 1 2 3

College 1 2 3

Graduate School 1 2 3

High School Graduate _____

College Graduate _____

Graduate Degree _____ (kind)

Date of Birth _____

Occupation _____

Currently Married _____

of years married _____

Previously Married _____

of years married _____

Number of children _____

Ages of children living in the home

Ages of children not living in the home

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